

humankind®

Gender Pay
2022 Report



Gender Pay Results 2022

Humankind's vision is for people of all ages to be safe, building ambitions for the future and reaching towards their full potential. Our values are to be honest, committed, and inventive. Fairness and equality are pivotal to our organisation.

As part of our 5-year strategic plan we have invested in Reward, Recognition and Remuneration across our workforce. We want our workforce to feel valued and to be rewarded fairly.

This report is for the snapshot date 4th April 2022.

Our report

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations every year showing how large the pay gap is between their male and female employees.

The gender pay report represents the simple average figure for all employees in the Humankind workforce, irrespective of role or grade. This is not to be confused with equal pay. The gender pay gap is a measure of the difference between men and women's average pay within an organisation.

The mean average is calculated by adding up all the pay of staff and dividing it by the total number of staff.

The median average is calculated by lining up all the pay of staff, smallest to largest and finding the middle pay.

The prescribed methodology does not take account of employee role, level, location, experience, or performance.

Organisational Context

The global COVID 19 pandemic commenced in March 2020 and continued throughout 2021. This has had a lasting effect on society and the economy, globally. Personal and working lives faced unprecedented disruption that no one had anticipated.

Humankind operates predominantly within the Health and Social care sector. On 14th December 2021, the government passed legislation to mandate COVID vaccination for staff across this sector, within a regulated setting. Whilst this decision was overturned in February 2022 it created uncertainty and unsettled the workforce.

The recruitment and candidate market remained volatile throughout 2021 into 2022 as the world adjusted to and commenced recovery from the COVID 19 pandemic.

In 2020 the reward, remuneration and recognition offer within Humankind was enhanced. Following the introduction of new grading and pay ranges the first pay award was enacted in October 2021. Real Living wage was introduced in the budget year 2021/22 across the organisation.

In the year we have delivered on the following commitments:

- We implemented a new approach to performance management
- We introduced our first Level 5 Operations Management development programme
- We adapted and improved our approach to recruitment and attraction in a volatile market
- We introduced a new approach to recognition through our Make a Difference scheme
- We launched our new EDI strategy

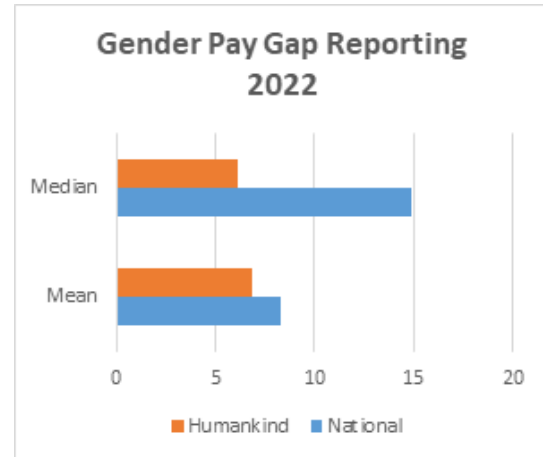
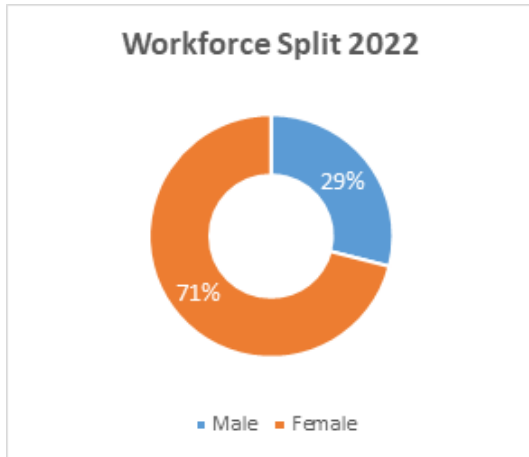
Humankind is committed to paying the workforce a fair, meaningful wage and staff pay is a priority.

Our Data Set

The data set was taken from payroll data for Humankind on 4th April 2022. A total of 1,253 staff were included in the data set, representing our total workforce on that day.

888 of our workforce are female and 365 are male. This includes both full and part time staff on our payroll. 20% of the workforce were not on Humankind Terms and Conditions, this is an improvement of 3% year on year and 30% in comparison to 2020. This is a positive trend in line with our commitment to reward and remuneration however the pay of 20% of our workforce remains outside of our pay ranges and influence due to historical contractual elements.

Our Analysis



*National data taken from ONS

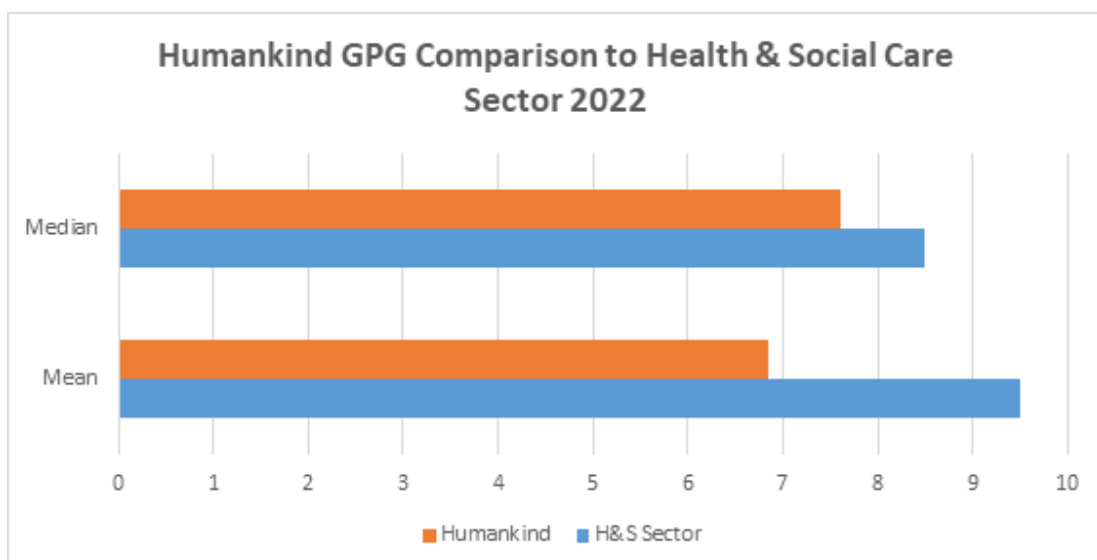
Our workforce has grown by 17% in the reporting period with a headcount of 1,253 on 4th April 2022. The proportion of female employees is 71% and male employees 29%. Our female workforce has increased, and our male workforce decreased by 1% year on year.

The mean pay gap is 6.84% and the median is 6.14% in favour of men. The national average mean is 8.3% and the national median is 14.9%. Humankind mean average is 1.46% ahead of the national average and Humankind median average is 8.76% ahead of the national average. The gap has widened when comparing against the 2021 data set. The mean has increased by 2.1% and the median has increased by 1.14%.

The turnover of staff has increased from 2021 to 2022, this led to higher wages for new recruits with an upturn in pay negotiations. Organisationally pay and benefits are reviewed against the market each year.

The national pay gap mean rates (ONS survey) have increased from 7.7% to 8.3% with the gap widening by 0.6% however this is still below the national 9% rate pre COVID-19.

The health and social care sector mean is reported as 9.5% and the median 8.5% as reported on the government website. Humankind is ahead of the sector mean by 2.66% and the median by 2.36%.



The impact of the COVID pandemic has been felt across many UK organisations with the pay gap widening. The 2019 rates are suggested as a true benchmark, prior to COVID however this doesn't reflect the state of the economy or recruitment market as both remain volatile and were more stable in 2019.

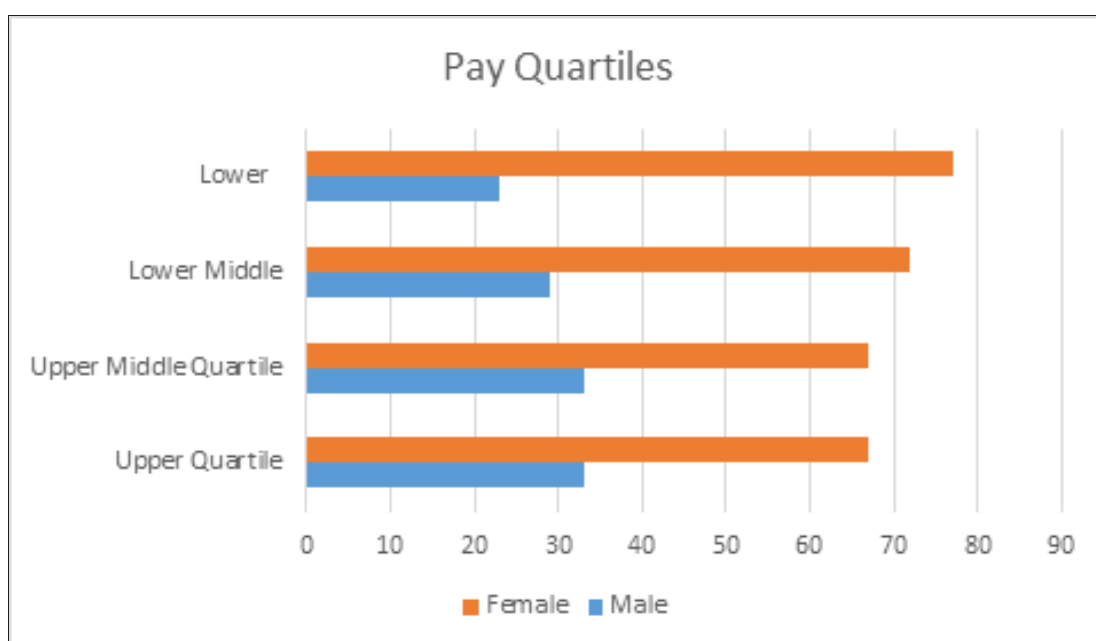
Humankind mean is 0.16% ahead of the 2019, 7% rate and 1.41% ahead of the median 7.55%, 2019 rate. In 2022 women are paid 93.1% of men's pay. This is ahead of the 2018/19 rate of 92.5%

There were two TUPE transfers into Humankind within the reporting timeframe. From April 2021 to April 2022, we recruited 258 new starters, a split between 71% female and 29% male, in line with our organisational split.

Pay Quartiles

The total workforce was divided into four pay groups with 313 within each group with the number of male and female staff calculated. The upper quartile includes the highest paid members of our workforce, and the lower quartile includes the lowest paid members of our workforce.

There has been a 1% increase of female representation in Upper Middle Quartile and the Upper quartile remains the same as reported in 2021. There has been no movement in the female representation in the lower middle quartile since 2021.



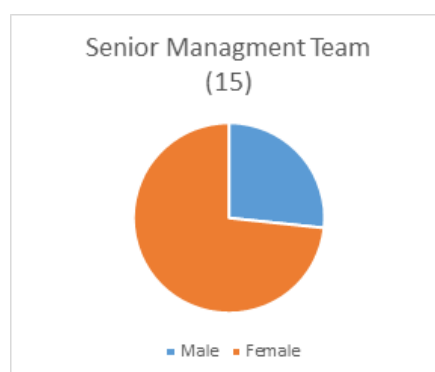
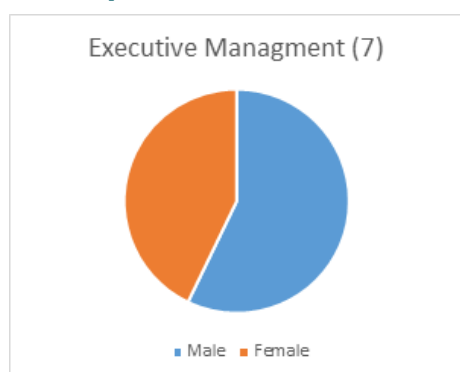
There are more women in the organisation in 2022 than in 2021. Compared with 2021, a disproportionate number of these women are in the lower quartile increasing by 2%. This can be attributed to two factors:

- Across the UK part time and sessional roles are more likely to be held by women than men. These roles are more likely to be the lower quartiles with fewer in the upper quartiles.
- Women are reportedly less likely to enter into salary negotiations than men.

Bonus

There were no bonus payments made within reporting period.

Women In Leadership



Humankind has 57% split in favour of men within the Executive Management Team with 43% female this has not changed since the 2021 report. There is no pay gap within our Executive Management Team, the pay distribution is in favour of females.

The Senior Management team has a 73/26 split of female/male in favour of women, female representation within the Senior Management has increased by 4% within the year. Within our Senior Management team, the gap is ahead of our organisational mean at 2%, women are paid 98% of men’s salary.

EDP Data

EDP is a subsidiary company of Humankind. A total of 215 staff were included in the data set for EDP snapshot 4th April 2022.

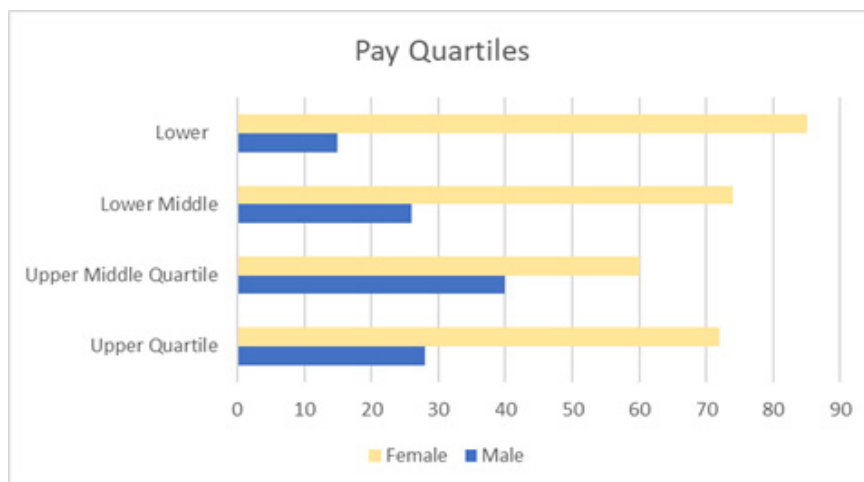
156 of the workforce are female and 59 are male. This includes both full and part time staff on the payroll. The workforce has a split of 73% and 27%. This represents a 2% increase in female staff and decrease in male staff in comparison to 2021.



The mean pay gap within EDP is 6.2%. There is no median pay gap in EDP. The mean is 1.9% favourable the national mean average. Since 2021 the mean gap has closed by 1.2%.

In 2022, women within EDP are paid 93.6% of men’s pay.

Females are overrepresented in lower and lower middle quartiles within EDP. Males are overrepresented in upper middle and upper quartiles in EDP.



Our Commitment

We will continue our efforts to close our gender pay gap by:

- Continuing to invest in rewarding our workforce and offering enhanced family friendly policies, leave entitlement and benefits
- Identifying new entry pathways and attraction strategies such as placements, apprenticeships, and trainee schemes
- Continuing development of our Equality, Diversity and Inclusion plans and setting relevant metrics.
- Continue developing and offering career pathways for all roles and development opportunities.
- Having robust performance management processes which focuses on positive behaviours, career aspirations and development across our workforce
- Reviewing our data on a quarterly basis to identify themes and trends.
- Review our approach to pay at all levels within the organisation
- Developing succession plans for all roles and regions
- Continue to embed our positive, psychologically safe culture and flexible working

About Humankind

Humankind is committed to reducing deprivation and exclusion and to improving people's wellbeing.

Humankind is one of England's most successful home-grown charities. We have over 1,500 staff and around 100 volunteers providing services for over 76,000 people. Our specialist services include substance use, clinical, employment training and education, housing services, housing support and health, young people, and families' services.

We also offer affordable accommodation as a Registered Social Landlord via Humankind Housing and promote volunteering/employment opportunities through MoreTime UK, Humankind's social enterprise.



Paul Townsley

Chief Executive Officer